

People With a Criminal Convictions

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Are you worried that your past might get in the way of your job search? Understanding how your criminal record impacts each step of the hiring process will build your confidence and help you overcome roadblocks. Don't let fear keep you from applying for a job. Remember, even though some employers will say no - others will say yes. It takes time and effort to find both the right job and the right employer. The resources in this section can help you:

- understand how a conviction may impact your options
- know when and how to disclose your conviction to an employer
- find career counselors, community organizations, and programs to help you through the process

CRIMINAL RECORDS AND THE HIRING PROCESS

- **Who Hires People with a Criminal Conviction**
CareerOneStop
tinyurl.com/ycr89p6y
Some employers hire many people with criminal records. Other employers may be more hesitant. Visit this website to find tips to help improve your chances of getting hired.
- **Collateral Consequences Inventory**
tinyurl.com/ybh8krod
Created by the American Bar Association, this website shows how different types of criminal convictions affect employment. After you enter the website, select Minnesota on the map and search for consequences on "employment."
- **Criminal Records and Your Job Search**
Minnesota State CAREERwise
tinyurl.com/y955ctd
Employers do background checks on all potential employees. You should know what is on your record before you apply for a job. Visit this page to find detailed information about requesting a copy of your background record. You'll also learn about expungement and other ways you may be able to change your record. And learn about all of the types of background checks an employer does.

People With a Criminal Conviction (Continued)

JOB APPLICATIONS

- **Filling Out Job Applications (Ban the Box)**

Minnesota State CAREERwise

tinyurl.com/y3mq8sst

In most cases, Minnesota employers won't ask you about your criminal record on a job application because of the "Ban the Box" law. Visit this webpage to learn more about the Ban the Box law and find information about filling out job applications. You will also find a link to an online practice job application [tinyurl.com/yazrd7b2] that can help you prepare.

SUCCESSFUL JOB INTERVIEWS

- **Discussing Your Conviction Record**

Minnesota State CAREERwise

tinyurl.com/y5eumcuv

This two-page worksheet helps you practice how to disclose your criminal background to a potential employer during an interview.

- **Employer Incentives: Work Opportunity Tax Credit and Minnesota Federal Bonding Program**

Minnesota State CAREERwise

tinyurl.com/yy25lumv

Use this worksheet to understand incentives employers can get if they hire someone with a criminal conviction. This worksheet prepares a job seeker to talk about incentive programs with an employer during an interview.

GET HELP AND FIND RESOURCES

- **CareerForce**

careerforcemn.com

CareerForce offices are located across the state and provide free career counseling services. Virtual services are available from their website. Get one-on-one help with your job search, learn about training options, and locate helpful career planning workshops.

CareerForce offers **New Leaf** workshops specifically designed to help people with criminal convictions overcome barriers and succeed in their job search. Visit the CareerForce events page [careerforcemn.com/events] and search for "New Leaf" to find the next scheduled workshop.

- **Community Resources for People with a Criminal Conviction**

Minnesota State CAREERwise

tinyurl.com/y4oqajp4

Minnesotans can find providers and services to help with employment, transportation, housing, child care, healthcare, or legal services. You will also find links to information about disability services in Minnesota.

Use the State Resource Finder [tinyurl.com/ybg5l6hc] from CareerOneStop to find service providers outside of Minnesota.